



2010/2011 HBA Permanent Employment Report



Richard Ivey School of Business
The University of Western Ontario

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Director's Message

Congratulations to the Ivey HBA class of 2011! This was another successful year for Ivey HBA permanent placement, as they achieved 93% placement across a variety of industries, functions, geographies and companies.

What follows is the summary of employment information as reported by the students within 3 months of graduation.

If you have any questions, please contact the Career Management Office at (519) 661-3270.

Sincerely,

**Sharon
Irwin-Foulon**

Director, Ivey Career Management

Placement and Avenue

Job Status	% of Job Seekers
Received Offer(s)	93%
Still Seeking Employment	7%

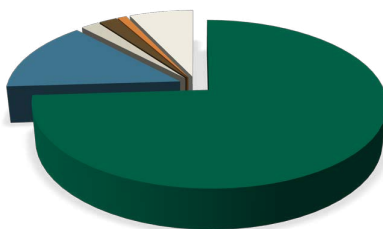
Reporting Information	% of Class
Actively Seeking Employment	76%
Not Seeking Employment	14%
Starting a Business	3%
Continuing Education	10%
Postponing Job Search	1%
Reporting Rate	90%
No Information Provided	10%

Source of Offer	% of Offers
Student Facilitated*	17%
School Facilitated*	81%
No Information Provided	2%

*See appendix for details

Demographics

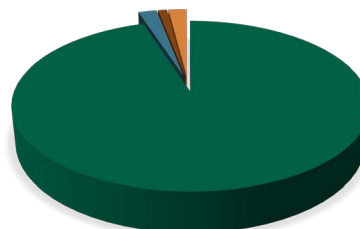
Birth Country



BIRTH COUNTRY % OF CLASS

■ Canada	74%
■ China	14%
■ India	2%
■ United States	2%
■ Korea	1%
■ Other*	7%

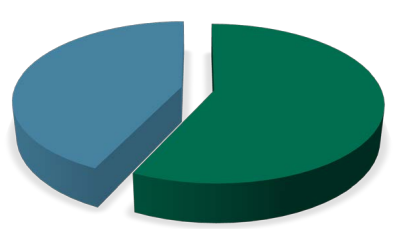
Citizenship



CITIZENSHIP % OF CLASS

■ Canadian	95%
■ Chinese	2%
■ Indian	1%
■ Other*	2%

Gender



GENDER % OF CLASS

■ Male	57%
■ Female	43%

*See appendix for details

Compensation by Industry

Average Total Compensation **\$64,104**

includes: Base salary, signing bonus, and other guaranteed compensation.

Industry - Base Salary	% of Offers	Mean	Median	High	Low
Accounting	19%	\$44,235	\$45,000	\$50,000	\$38,500
Arts/Media/Entertainment	2%	Not enough data available.			
Consulting	18%	\$60,291	\$61,000	\$70,000	\$30,000
Consumer Packaged Goods	6%	\$53,750	\$54,000	\$59,000	\$48,000
Education	2%	Not enough data available.			
Energy/Resources	4%	\$59,686	\$59,200	\$64,000	\$56,000
Finance-Asset Management	4%	\$59,125	\$60,000	\$70,000	\$50,000
Finance-Corporate Banking*	23%	\$70,971	\$70,000	\$95,000	\$50,000
Finance-Insurance	2%	\$40,000	\$40,000	\$50,000	\$30,000
Finance - Other*	3%	\$63,250	\$65,000	\$75,000	\$48,000
IT/Telecommunications	7%	\$56,020	\$54,000	\$75,000	\$50,000
Manufacturing	2%	Not enough data available.			
Marketing/Advertising/Public Relations	1%	\$38,667	\$41,000	\$50,000	\$25,000
Wholesale-Retail	2%	Not enough data available.			
Other*	5%	\$59,400	\$56,999	\$75,400	\$42,000

*See appendix for details

Compensation by Function

Function - Base Salary	% of Offers	Mean	Median	High	Low
Accounting	20%	\$44,556	\$45,000	\$50,000	\$38,500
Consulting	22%	\$61,160	\$62,000	\$70,000	\$50,000
Finance-Corporate Banking*	24%	\$70,859	\$70,000	\$95,000	\$50,000
Finance-Other*	7%	\$59,466	\$60,000	\$75,000	\$47,500
Leadership Development Programs	7%	\$55,467	\$53,000	\$75,000	\$42,000
Marketing	6%	\$50,213	\$52,500	\$59,200	\$30,000
Operations	7%	\$52,833	\$52,500	\$56,000	\$50,000
Sales	4%	\$49,600	\$50,000	\$75,000	\$25,000
Other*	3%	\$60,133	\$75,000	\$75,400	\$30,000

*See appendix for details

Compensation by Geography

Geography - Base Salary	% of Offers	Mean	Median	High	Low
Asia	3%	\$56,667	\$70,000	\$70,000	\$30,000
Canada - Alberta	4%	\$60,800	\$61,000	\$65,000	\$55,000
Canada-BC-Vancouver	2%	\$48,500	\$46,750	\$62,000	\$38,500
Canada-ON-London	5%	\$47,375	\$48,750	\$50,000	\$42,000
Canada-ON-Other*	3%	\$55,100	\$57,600	\$60,200	\$45,000
Canada-ON-Toronto/GTA	73%	\$59,102	\$57,500	\$95,000	\$25,000
Canada-Other*	2%	\$54,000	\$50,000	\$70,000	\$40,000
United States	6%	\$71,311	\$70,000	\$80,000	\$69,300
Other*	2%	Not enough data available.			

*See appendix for details

Recruiting Companies

This year over 243 companies recruited Ivey HBA students, for permanent positions, including:

3M Canada Company	Bowes	Clinton Health Access Initiative	Ernst & Young LLP	Hugessen Consulting Inc.
3XCD Inc	BP Canada Energy Company	Connor, Clark & Lunn Financial Group	Evercore Partners	Hydro One Networks
A.T. Kearney	Brookfield Financial	Corporate Consultants	Exhaust Direct Ltd.	IBM Canada Ltd.
Accenture	Bruce Power	Corporate Executive Board	Fidelity Investments	IBM Global Business Services
Acosta Sales & Marketing	Burgundy Asset Management Ltd.	Corus Entertainment	Fusion Retail Analytics	Idea Couture Inc.
Alignvest Capital Partners	Business Development Bank of Canada	Cosmos Sports-Sports Hiring	General Dynamics Land Systems Canada	Imperial Oil Limited
AltaGas Ltd.	Canaccord Genuity	CPG Connect	General Electric (GE) Canada	Imperial Tobacco Canada
American Express	Canada First Brands	Credit Suisse	General Mills	Info-Tech Research Group Inc.
Armstrong Partnership LP	Canadian Tire Corporation Limited	CWD	Goldman Sachs & Co.	ING Direct Canada
arvato systems	CANFAR	DBRS Limited	Graduate Marketing	Invesco Trimark
AUXO Management LLC	Capgemini	Decipher Labs	Grant Thornton (Accounting)	Investor Economics
Bain & Company Canada Inc.	Capital IQ	Deloitte (Audit, Tax & ERS)	Grant Thornton (Corporate Finance)	Investors Group Financial Services
Bank of America-Merrill Lynch Canada	CardSwap Inc.	Deloitte (Consulting)	Greek Community of Toronto	Irwin Industrial
Barclays Capital	Carpedia International Ltd.	Desjardins Securities Inc	Greenhill	J.D. Irving, Limited
BDO Dunwoody LLP	Cartel Inc.	Diageo	HayGroup	Joe Jackman Brand Inc
Bell Canada Enterprises	Ceridian Canada Ltd	Dillon Consulting Limited	Hillsdale Investment Management Inc.	Johnson & Johnson, Consumer Healthcare Products
Ben Met Steel & Metal	CertaPro Painters®	Direct Energy	Hockey Night in Canada's Play On!	JP Morgan
Blair Franklin Capital Partners	CGA Ontario (Certified General Accountants)	Donnelly Management Advisory Services Limited	Hospitals of Ontario Pension Plan	JPMorgan Securities (Asia Pacific) Ltd.
BMO Capital Markets	CGI	Egon Zehnder International	Houlihan Lokey Howard & Zukin	JPMorgan Securities Canada Inc.
BMO Financial Group	Chetna Inc.	EMCO Corporation	House of Commons	JRP Productive Financial Solutions
BMO Private Client Group	CIBC Bank	Emerson Electric Co.	HSBC Bank	KEV Group
Bombardier Aerospace	CIBC Wholesale Banking	Enbridge Gas Distribution	HSBC Securities (Canada) Inc.	KPMG (China/Hong Kong)
Booz & Company	Citigroup Global Markets Canada		Hudson's Bay Company	KPMG LLP

Kraft Foods	MetroLinx	Pacific & Western Bank of Canada	Roland Berger	Tesco (China)
L Oreal	Microcad Computer Corp	Paradigm Capital Inc.	Rooftops Canada - Abri international	The Avon Group
Labatt Breweries of Canada	Microsoft Canada	Parker Simone LLP	Ross Smith Asset Management Inc.	The Boston Consulting Group
Legal Aid Ontario	Middlefield Group	Parkwood Associates Inc.	S.C. Johnson	The Burnie Group
Lenovo China	Millennium Research Group	Partners In Performance	SAP Canada Inc.	The Israel Experience
LEVEL5 Strategic Brand Advisors	MMB Research Inc.	PASCO Canada-Ayva Educational Solutions Ltd.	Satov	Thorek/Scott and Partners
Liberty International Underwriters (LIU)	MNP LLP	PepsiCo	Scotia Capital	Tier One Executive Search
Loblaw Companies Limited	Mobiroom Inc.	PlantBest Inc.	Scotiabank	Towers Watson
London Cross Cultural Learner Centre (CCLC)	Moelis & Company	Plexxus	Sears	Trident
LoyaltyOne	Momentum Partners	Premium Finance Group	SECOR Group	TrojanOne Integrated Brand Activation
Lululemon	Momentum Sourcing	President's Choice Financial	Shell Canada Limited	U.S. Commercial Service
Mackenzie Financial Corporation	Monitor Group	Pricewaterhouse Coopers	SNC-Lavalin	UBS
Mackie Research Capital Corporation	Moody's Investors Service	Procter & Gamble Inc.	Soberman LLP	Unata Inc.
MacPhie & Company Inc.	Morgan Stanley	Purolator Courier Ltd.	SPG Advisors	Unilever Canada
Macquarie North America Ltd.	Mosaic Sales Solutions	Quadrivium Advisors	Sprott Money Ltd	Union Gas
Managerial Design	National Bank Financial	Qualified Financial Services Inc.	Stage-Gate International	Union Square Advisors
Manulife Financial	Newell-Rubbermaid	RBC	Stifel Nicolaus Canada Inc.	University of Western Ontario
Maple Leaf Foods Inc.	Nissan Canada Inc.	RBC Capital Markets	Sun Life Financial	Virgin Mobile
Mars Canada	Nomura Canada	RBC Wealth Management	Suncor Energy Products Inc.	Wal-Mart Canada Corp.
Mawer Investment Management Ltd.	Northern International Inc	RedIron Technologies	SunEdison	Willard Meats
McCormick Canada Inc.	Northern Response International Ltd.	Research In Motion Limited	TD Asset Management	
McKinsey & Company	Norwich Wealth Management	Richard Ivey School of Business	TD Bank Financial Group	
McNair Business Development Inc.	NPT LLP	Robert Half	TD Securities	
MD Physician Services Inc.	Offeron	Robert Half Management Resources	TeamBuy Inc.	
Mercer (Canada) Limited	Office of the Comptroller General	Rogers Communications Inc.	TechNix Inc.	
	Oliver Wyman - Financial Services		Teck Resources Limited	
	Oliver Wyman - General Management Consulting		TELUS	
			Temagami Clearwater Expeditions Ltd.	

Appendix

Source of Offer-Student Facilitated Includes:	Direct Contact, Executive Search Firm, Friend/Non-Ivey Referral, Internet/Company Website/Newspaper Posting and Pre-Ivey Employer.
Source of Offer-School Facilitated Includes:	Alumni Referral/Partnership Program, Club Event, Company Info Session, Student Online Job Postings (eZone), Faculty Referral and Ivey Classmate Referral.
Citizenship-Other Includes:	Jamaica, Korea, Mongolia, Nigeria, United States, United Kingdom and Viet Nam.
Birth Country-Other Includes:	Germany, Iran, Jamaica, Jordan, Kuwait, Mongolia, New Zealand, Nigeria, Philippines, Poland, Republic of Kazakhstan, Republic of Uzbekistan, Romania, Russian Federation, Saudi Arabia, Singapore, Thailand, Trinidad and Tobago, United Arab Emirates, United Kingdom, Viet Nam and Yugoslavia.
Industry-Finance-Corporate Banking Includes:	Investment Banking, Sales & Trading and Equity Research.
Industry-Finance-Other Includes:	Private Equity and Venture Capital, Retail Banking, Mergers and Acquisitions.
Industry-Other Includes:	Aerospace, Government, Healthcare, Legal Services, Leisure, Logistics, Not for Profit and Real Estate.
Function-Finance-Corporate Banking Includes:	Investment Banking, Sales & Trading and Equity Research.
Function-Finance-Other Includes:	Corporate Finance, Investment Management, Private Equity and Venture Capital, and Retail Banking.
Function-Other Includes:	General Management, Human Resources and Legal Services.
Geography-Canada-ON-Other Includes:	Aylmer, Concord, Elliot Lake, and Ottawa.
Geography-Canada-Other Includes:	Quebec, and Saskatchewan.
Geography-Other Includes:	Brazil, Europe, Middle East, and Multiple Locations.